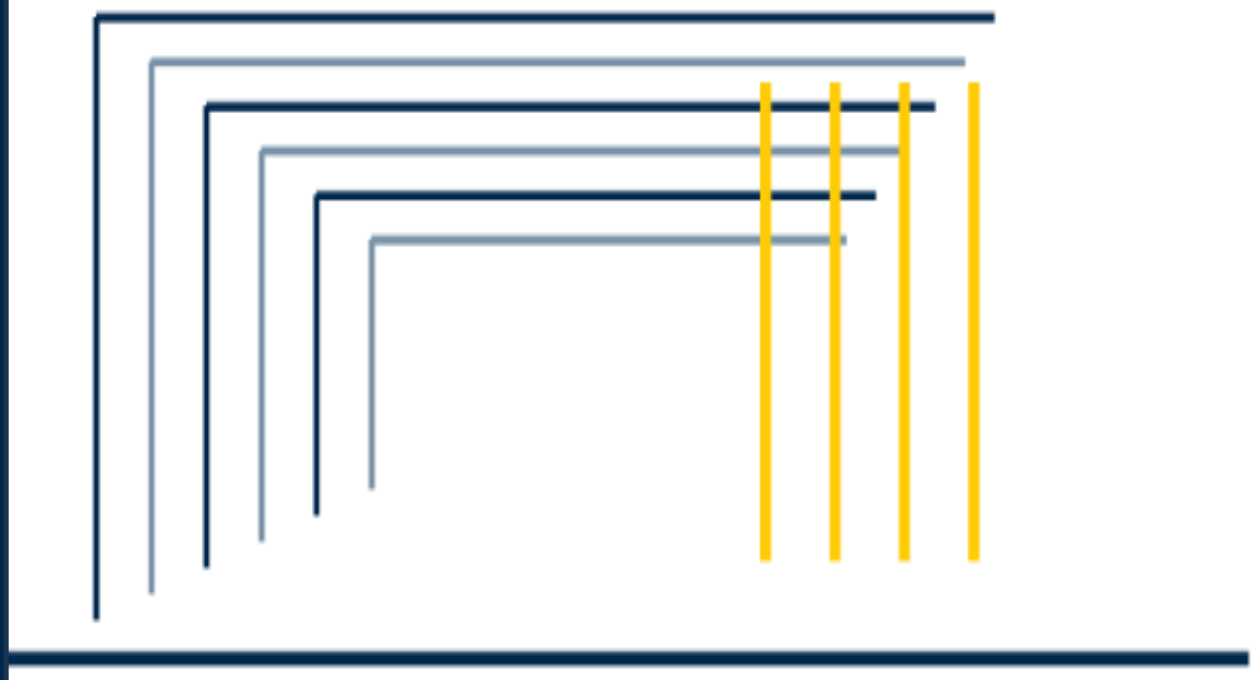
ANNUAL REPORT: Institutional Response to Sexual and Gender-Based Misconduct
July 1, 2025 – June 30, 2026

Equity, Civil Rights & Title IX Office
November, 11 2026



November 11, 2026

To the University of Michigan-Dearborn Community:

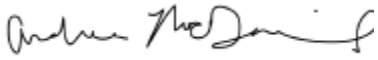
The Equity, Civil Rights & Title IX Office (ECRT) promotes a university community that does not tolerate discrimination, harassment, and sexual misconduct. The Office responds to reported concerns, connects individuals with support, and helps ensure adherence to civil rights laws and University policies. This annual report on sexual and gender-based misconduct offers insight into those efforts by summarizing the reports ECRT received and, while safeguarding individual privacy, explaining how they were handled under the University's Policy on Sexual and Gender-Based Misconduct and associated procedures.

It is important to note that prior to Fiscal Year 2025, only University of Michigan employees who were designated as Individuals with Reporting Obligations were required to report information they received regarding sexual and gender-based misconduct. As of September 2, 2025 (two months into FY'26), the Policy on Sexual and Gender-Based Misconduct was updated to require all employees to report information they received regarding sexual and gender-based misconduct and other discrimination and discriminatory harassment to ECRT. In this first year of the new policy, the number of reports decreased slightly.

Those that experience sexual or gender-based misconduct are encouraged to contact ECRT (whether or not they are interested in a university process) for supportive measures and information about options available under the University of Michigan Policy on Sexual and Gender-Based Misconduct and applicable procedures. Confidential care and supportive measures are available through Counseling and Psychological Services (CAPS - for students) or the Faculty and Staff Counseling and Consultation Office (FASCCO - for employees). Additionally, the Department of Public Safety provides resources and a response from the criminal justice system.

Thank you for your interest in this annual report and attention to this important issue.

Best,



Andrea Berry McDaniel
Director, Equity, Civil Rights and Title IX Office and
Title IX Coordinator

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Executive Summary

This annual report details action taken by the Equity, Civil Rights, & Title IX Office (ECRT) in response to the 57 reports of sexual and gender-based misconduct that it received from July 1, 2025 through June 30, 2026. Of the 57 reports, 7 were reports about faculty and staff, 17 were reports about students, and 33 were reports about a third party.

Each report was carefully assessed to determine an appropriate response and every complainant whose identity was known was provided with information about resources, options, and the availability of supportive measures.

With respect to the 7 reports about faculty and staff:

- Five matters were closed because the University could not proceed further, although action such as informational/educational conversations occurred when appropriate.
- Two matters proceeded to investigation. One matter resulted in corrective action. The other matter is pending.

With respect to the 17 reports about students:

- Nine matters were closed pending more information that would allow the University to move forward or at the complainant's request, which could be honored.
- Six matters were addressed through educational conversations or awareness notification emails.
- Two matters remain open.

Regarding the 33 reports about third parties:

- Twenty-five matters were closed because ECRT could not move forward either because the respondent was not identified, the Policy did not apply, or at the complainant's request, which could be honored.
- Eight matters were referred either to the Equity, Civil Rights, & Title IX Office on the Ann Arbor campus as the respondents were affiliated with that campus or to other offices.

In three additional matters, students contacted ECRT regarding pregnancy accommodations and received assistance.

Applicable Policies and Title IX Coordinator

Reports of sexual and gender-based misconduct by employees, students and third parties are addressed under the Policy on Sexual and Gender-Based Misconduct (the Policy) and related student and employee/third party procedures.[1] In addition to prohibiting sexual and gender-based misconduct, the Policy also prohibits retaliation, as does the University's Protection from Retaliation policy.

The Equity, Civil Rights and Title IX Office is home to the Title IX Coordinator and oversees the University's response to reports of potential Policy violations. All members of the University community are encouraged to reach out to the Title IX Coordinator with any questions or concerns they may have:

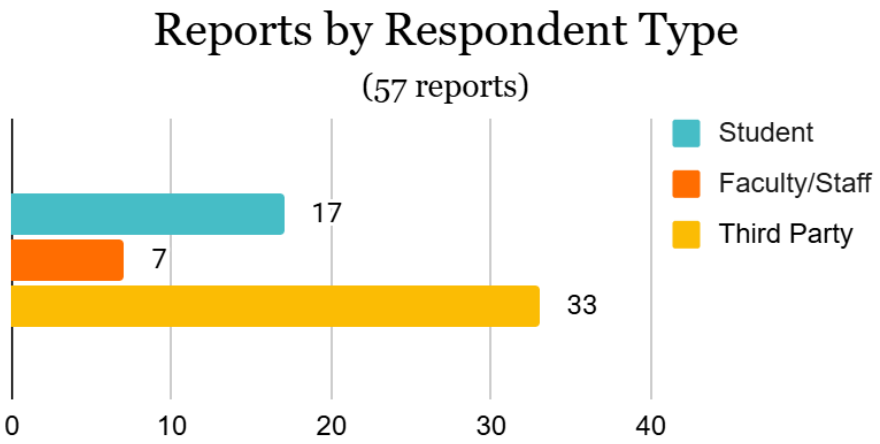
Title IX Coordinator
Director, Equity, Civil Rights and Title IX Office
208 Science Faculty Center
4901 Evergreen Road Dearborn, MI 48128
(313) 436-9194
ECRT-Dearborn@umich.edu

Number and Type of Reports Received

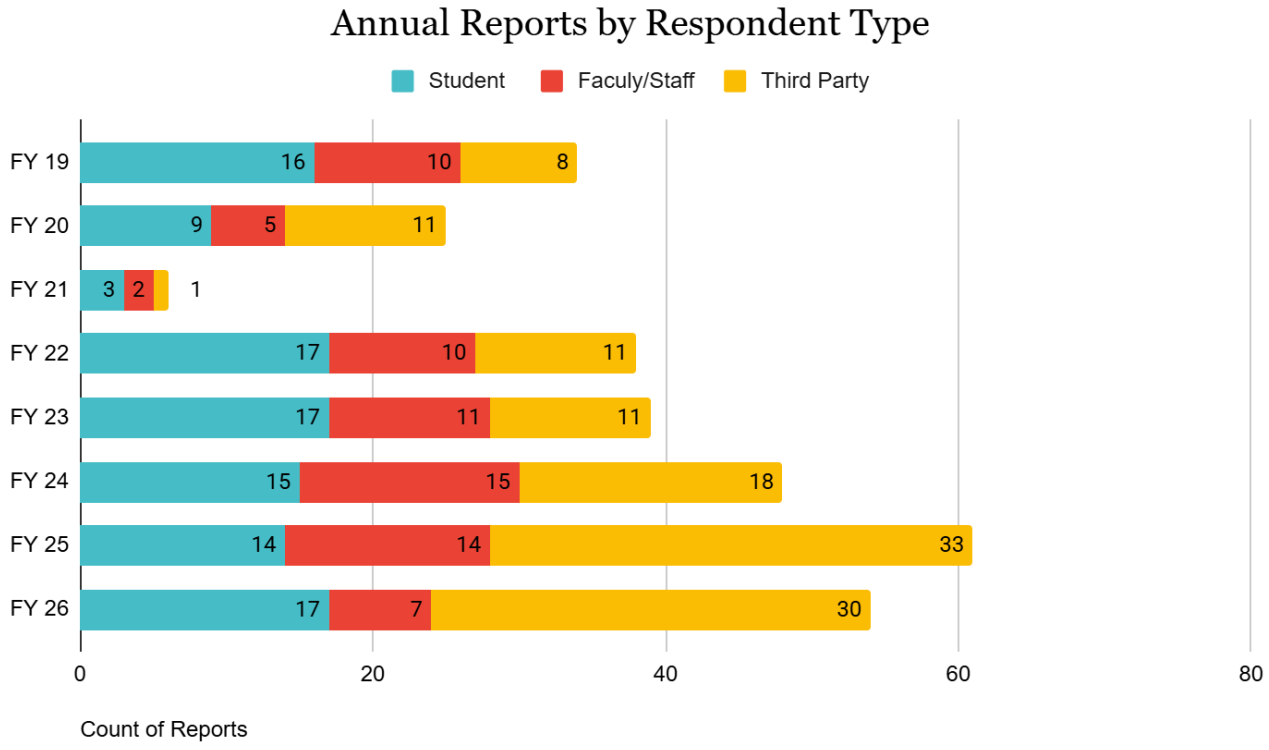
In Fiscal Year 2026, ECRT received 57 reports of possible sexual and gender-based misconduct by faculty, staff, third parties and students, compared to 61 received the previous fiscal year.[2]

[1] The Violence in the University Community policy (SPG 601.18) applies to reports of stalking by faculty, staff and third parties that are not covered by the Policy (i.e., have no basis in romantic or sexual interest). Human Resources ("HR") is generally responsible for addressing matters arising under the Violence in the University Community policy. When reported behavior implicates both policies, ECRT and HR work collaboratively to resolve the concerns.

[2] This annual report identifies the total number of sexual misconduct concerns that were reported during the past fiscal year, and is likely to differ from statistics provided in the University's Annual Security Report and Annual Fire Safety Report. This is because these two reports are counting different matters and covering different timeframes. As required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Annual Security Report contains the reported number of certain types of crimes, as defined by the FBI Uniform Crime Reporting (UCR) Program, that occurred in particular geographic locations during the calendar year. Some of the incidents referenced in this annual ECRT report, while falling under the definitions contained in the Policy, do not fall within the federal definitions used for the purposes of reporting in the Annual Security Report, which results in a disparity between the data reported in this annual report and the Annual Security Report. Further, the numbers will differ because the two reports contain information from different time periods (i.e., this document reports data by the University's fiscal/academic year, while the Annual Security Report reports data by calendar year).



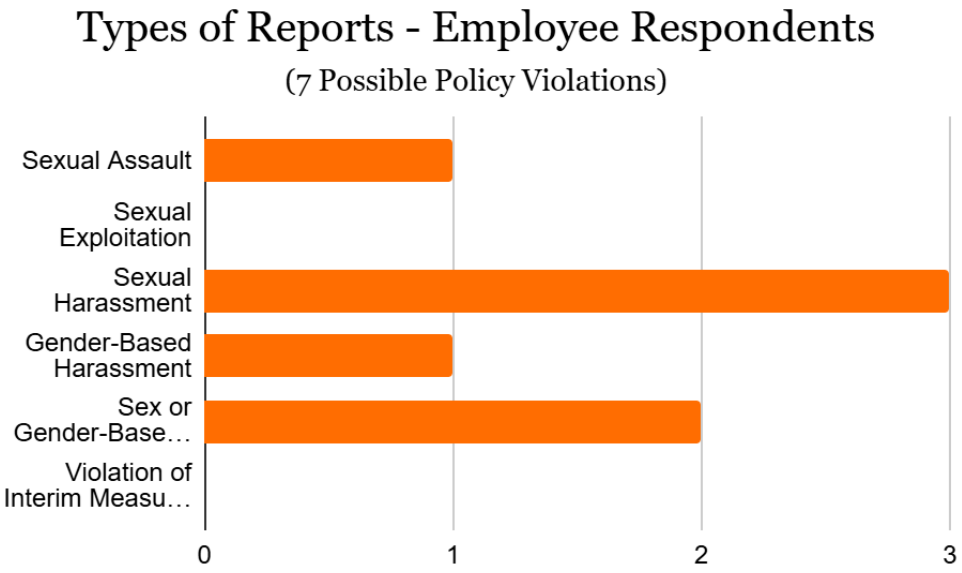
The above chart shows the number of reports by respondent type (student, employee, or third party). The chart immediately below shows the number of reports received annually regarding students, employees, and third parties since the 2019 fiscal year.



The University encourages every member of our campus community to report sexual and gender-based misconduct. A report may be made by a person who has experienced, witnessed, heard about or otherwise has knowledge of the concern. We encourage reporting because it allows the University to provide for the safety and well-being of both individual community members and the overall campus community. It also allows us to provide resources and support for those impacted by the reported misconduct, even when the behavior at issue does not fall within the University's policies. There are a variety of ways to report concerns about sexual and gender-based misconduct, including online or by contacting ECRT at (313) 436-9194 or via email at ECRT-Dearborn@umich.edu.

a. Reports with Faculty or Staff Respondents

Of the 57 reports received this past fiscal year, 7 raised concerns about faculty or staff members and collectively represented 7 possible policy violations.

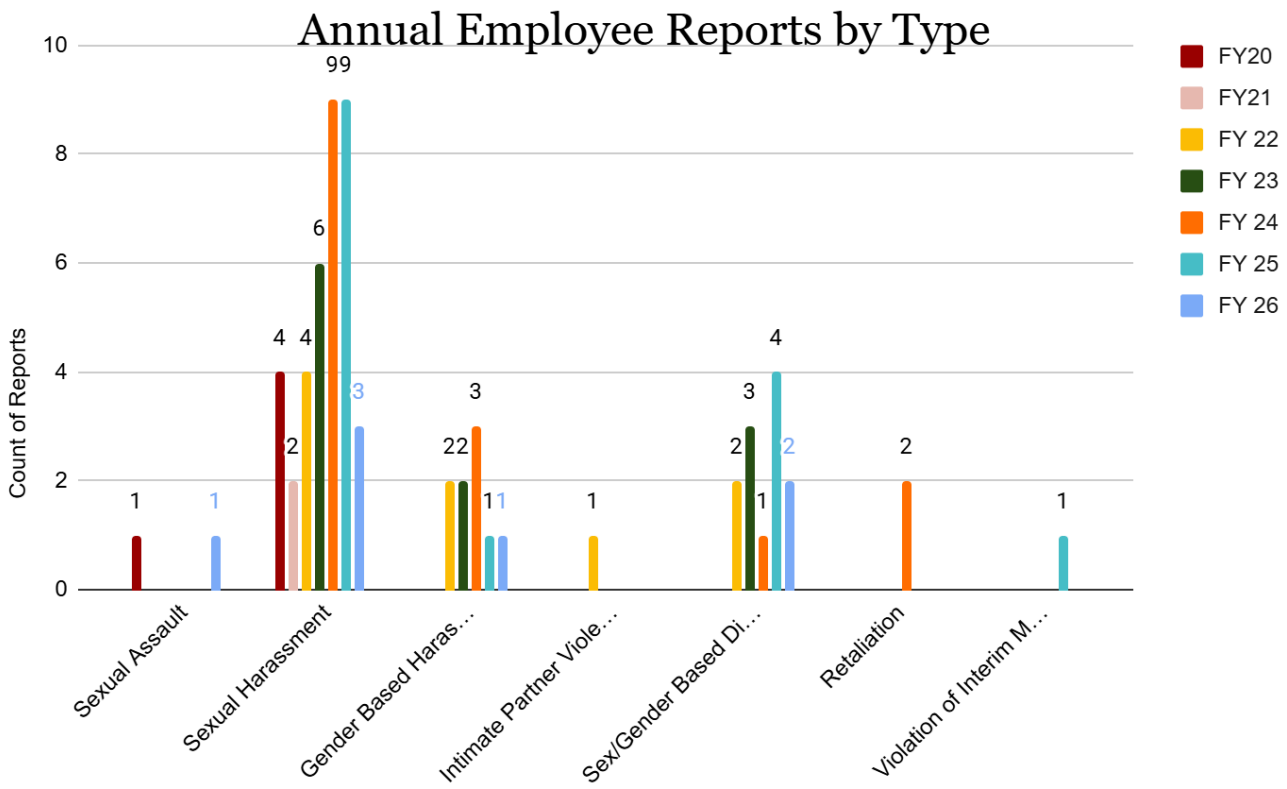


The 7 possible policy violations that were reported are:

- 1 report of sexual assault
- 0 reports of sexual exploitation
- 3 reports of sexual harassment
- 1 report of gender-based harassment
- 0 reports of stalking
- 0 reports of intimate partner violence
- 2 reports of sex or gender-based discrimination

- 0 reports of retaliation
- 0 reports of violation of interim measures

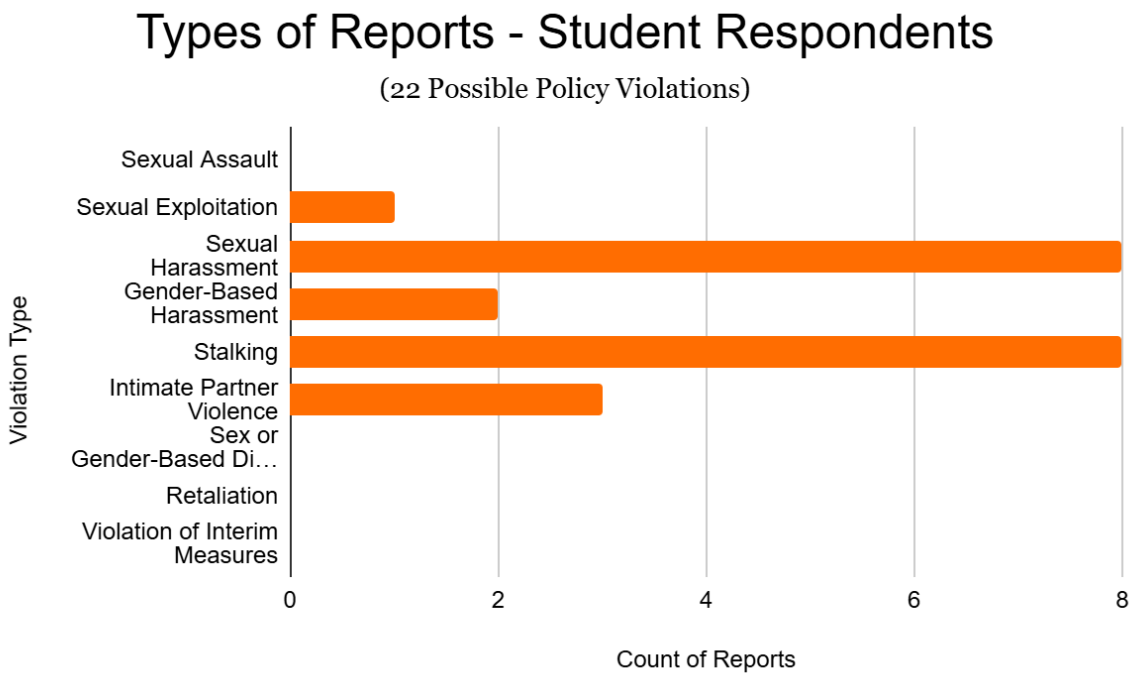
ECRT has been collecting data about reports of sexual and gender-based misconduct for seven years. The following chart represents reporting trends involving faculty and staff respondents over the past seven years.[3]



b. Reports with Student Respondents

ECRT received 17 reports of possible sexual/gender-based misconduct by students.

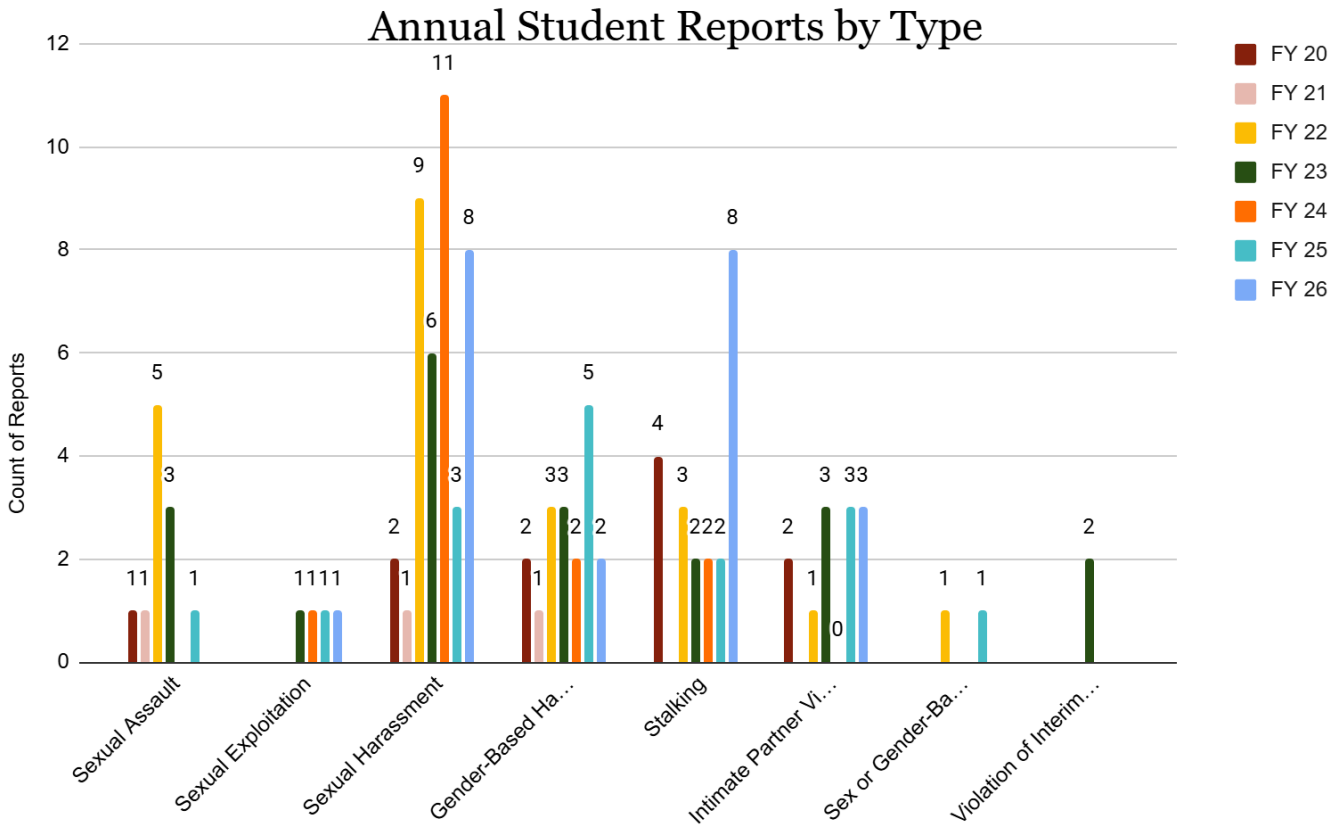
[3] University policy definitions related to employee conduct changed after academic/fiscal year 2018-2019. Due to the different definitions in the prior SPG versus the current Policy, comparative data is not available and, as such, although 2018-2019 data was collected, it does not appear on the above chart.



Some of the reports concerned behavior that could represent more than one type of misconduct. For this reason, although there were 17 reports, ECRT addressed 22 possible policy violations as listed below and shown in the chart above:

- 0 reports of sexual assault
- 1 report of sexual exploitation
- 8 reports of sexual harassment
- 2 reports of gender-based harassment
- 8 reports of stalking
- 3 reports of intimate partner violence
- 0 report of sex and gender-based discrimination
- 0 reports of retaliation
- 0 reports of violation of interim measures

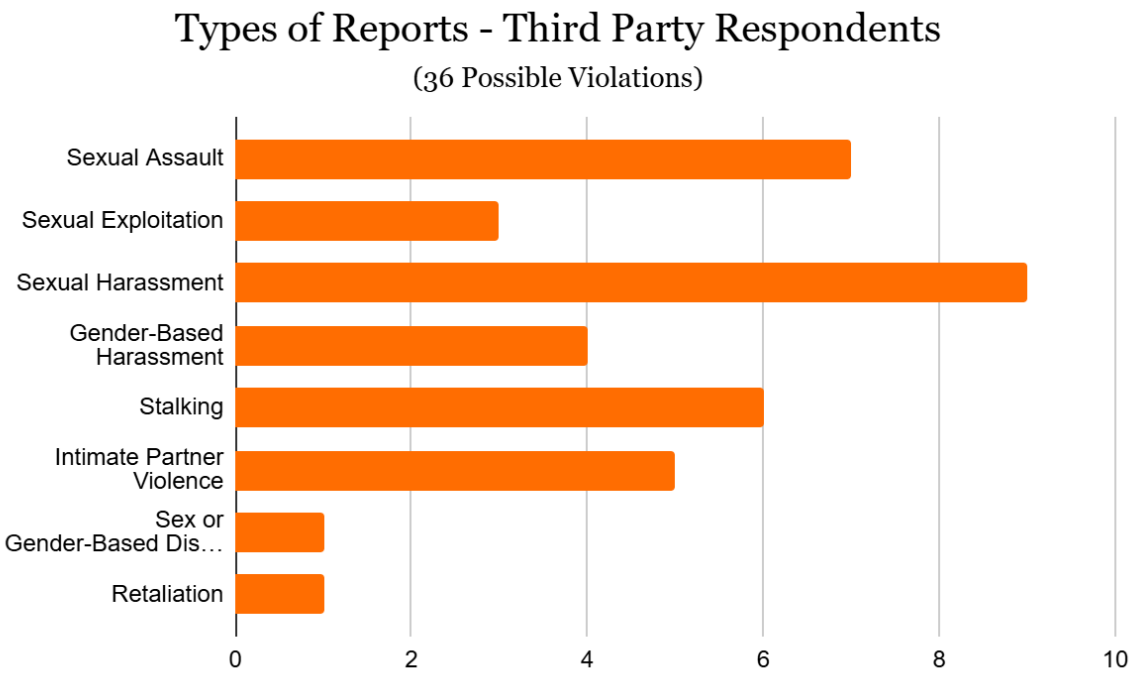
The below chart shows reporting trends for student matters over the past seven years.



c. Reports with Third Party Respondents [4]

ECRT received 33 reports this past academic/fiscal year involving third parties. A third party may be a visitor to campus, a vendor on campus, or somebody who has no connection to the University (e.g., a student reporting concerns about an experience they had off campus with a person who has never attended or been employed by the University).

[4] When ECRT is unable to determine the identity of the respondent or whether that person had any connection to the University or a University program or activity, the matter is categorized as a report against a third party.

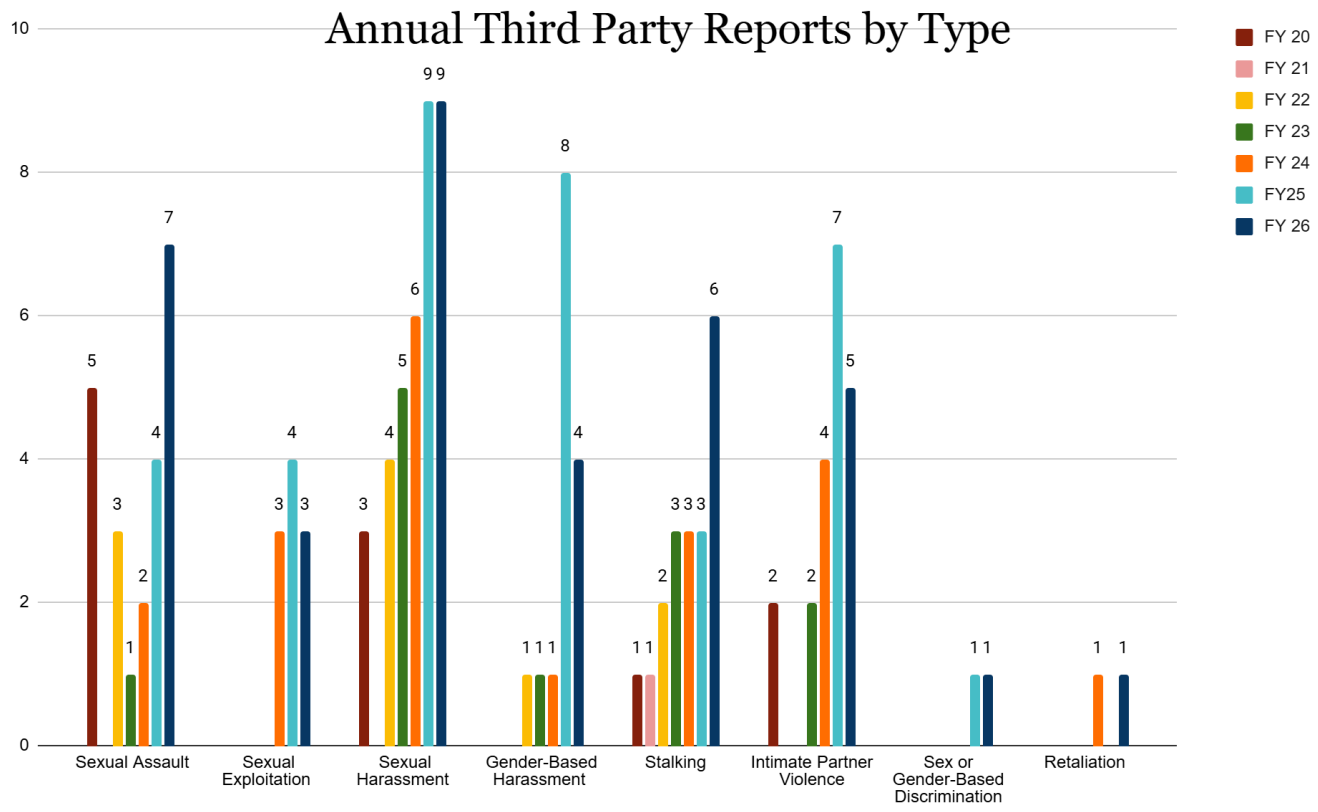


Although 33 reports were received, some reports involved more than one type of possible sexual or gender-based misconduct. For this reason, ECRT addressed 36 possible policy violations by third parties, as shown on the above chart and in the below list:

- 7 reports of sexual assault
- 3 reports of sexual exploitation
- 9 reports of sexual harassment
- 4 reports of gender-based harassment
- 6 reports of stalking
- 5 reports of intimate partner violence
- 1 report of sex and gender-based discrimination
- 1 report of retaliation
- 0 reports of violation of interim measures

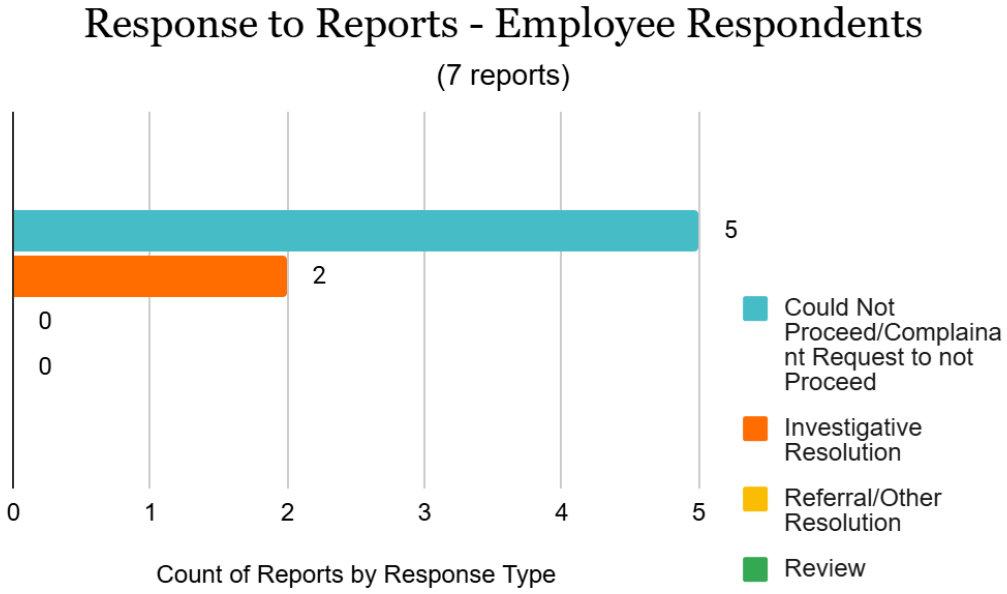
The following chart shows annual reporting trends as it relates to third parties over the past seven years: [5]

[5] University policy definitions related to third party conduct changed after academic/fiscal year 2018-2019. Due to the different definitions in the prior SPG versus the current Policy, comparative data is not available and, as such, although 2018-2019 data was collected, it does not appear on the below chart.



Handling of Reports with Faculty and Staff Respondents

During the past year, ECRT received 7 reports of possible sexual or gender-based misconduct by employees. This section outlines the University's response to those reports.



a. Initial Response and Supportive Measures

One of the first steps ECRT takes when a sexual or gender-based misconduct concern is raised is to offer the complainant and respondent resources and support, including information about confidential resources and other support. The Department of Public Safety ("DPS") is also informed of sexual and gender-based misconduct reports that are criminal in nature.

As part of its response, the University offers supportive measures, regardless of whether the individual participates in a University process to address the reported misconduct. Supportive measures are designed to restore or preserve equal access to the University's programs and activities, protect the safety of all parties and the educational environment, and/or deter sexual and gender-based misconduct, without being punitive or disciplinary in nature or unreasonably burdening the other party. Supportive measures can include a variety of actions taken by numerous offices on campus. When supportive measures are arranged, no assumptions are made as to whether the respondent violated the Policy. This year, one supportive measure was requested in a case involving an employee respondent, and it was granted.[6]

b. Matters Closed Because the University Could Not Proceed Further

Five of the seven reports about faculty or staff matters were closed without proceeding through a process. Common reasons this may occur include when the behavior, as reported, would not violate the Policy; when the reporter and/or complainant does not or is not able to share sufficient information to allow for follow up; or when the complainant does not wish to file a formal complaint or otherwise participate in the investigation or adaptable resolution process. Regardless, ECRT still assesses the report and determines appropriate next steps, taking the complainant's stated preferences into account.[7] Informational/ educational conversations occurred when appropriate. The goal of these educational conversations is to raise awareness and prevent additional concerning behavior.

c. Pre-Investigation Reviews

No pre-investigation reviews were conducted this year.

Pre-investigation reviews are undertaken when the information available to the University is insufficient to determine an appropriate response. For example, sometimes more information is needed to understand if the behavior at issue could constitute a policy violation. If the pre-investigation review indicates that relevant evidence of a possible policy violation is likely available to the investigator, the matter generally proceeds to

[6] Confidential resources may also arrange for supportive measures. This report does not account for those supportive measures unless the party elected to inform ECRT of the arrangements.

[7] In some such instances, a report involving an employee may still proceed to an investigation, such as when there is a safety concern or a pattern of reports involving the respondent.

investigation. If that does not occur, a different action may be taken or the matter may be closed pending receipt of additional information.

d. Investigations, Hearings Findings, and Corrective Action

Two of the seven reports involving employees resulted in an investigation. One matter continued through the investigative resolution process until the process was complete; corrective action was taken. The other matter remains pending.

Regarding investigations and hearings in general, under the Policy, reports about employees are either addressed as "Other Sexual and Gender-Based Misconduct" or "Federal Rule Sexual and Gender-Based Misconduct." In the case of Other Sexual and Gender-Based Misconduct, an investigation occurs and the finding is made by the investigator. In the case of Federal Rule Sexual and Gender-Based Misconduct, an investigation occurs, and the investigation report is provided to a hearing officer who holds a hearing and makes a finding. See the ECRT website for more information about both processes. The possible findings are:

- A policy violation
- A finding of inappropriate behavior – unwelcome conduct of a sexual nature occurred and was inappropriate, but did not meet the elements necessary to constitute a policy violation
- No policy violation – Either there was insufficient evidence to conclude the behavior occurred, the behavior was not sexual in nature or the behavior was not otherwise inappropriate when looking at the totality of the circumstances
- The behavior did not occur as reported

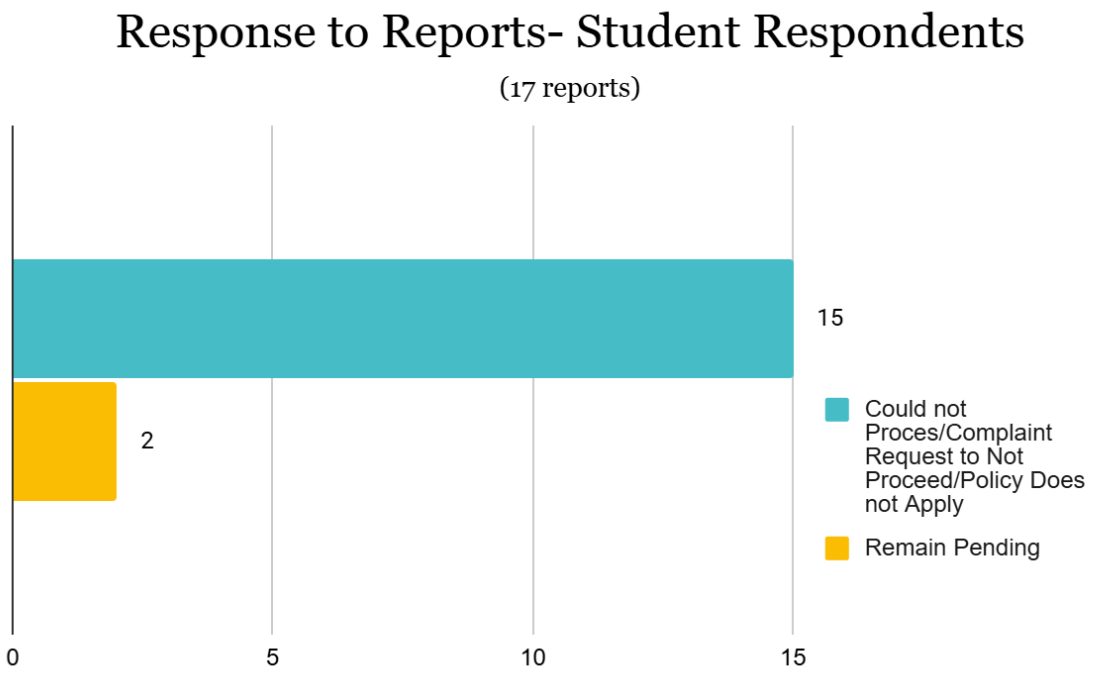
In making a finding, the investigator or hearing officer uses the "preponderance of the evidence" standard. Under this standard, individuals are presumed not to have engaged in the alleged conduct unless a preponderance of the evidence supports a finding that the conduct occurred. The preponderance of the evidence standard requires that the evidence supporting each finding be greater than the evidence obtained in opposition to it.

e. Referrals/Other Resolution

This year, no reports about employees were referred to another office for further assessment and action, as appropriate. This generally occurs when the reported behavior would not violate the Policy on Sexual and Gender-Based Misconduct, but warrants follow up from the University.

Handling of Reports with Student Respondents

During the past year, ECRT received 17 reports of possible sexual or gender-based misconduct by students. This section outlines the University's response to those reports.



a. Initial Response and Supportive Measures

The University's initial response when a report is received about a student is the same as when a report is received about an employee or third party: to offer the complainant and respondent resources and support, including information about confidential resources and other support. DPS is also informed of sexual and gender-based misconduct reports that are criminal in nature.

As part of its response, the University also offers "supportive measures," regardless of whether the individual participates in a University process to address the reported misconduct. Supportive Measures are designed to restore or preserve equal access to the University's programs and activities, protect the safety of all parties and the University's educational environment, and/or deter sexual and gender-based misconduct, without being punitive or disciplinary in nature or unreasonably burdening the other party. Supportive measures can include a variety of actions taken by numerous offices on campus. When supportive measures are arranged, no assumptions are made as to whether the respondent engaged in sexual misconduct.

This year, supportive measures were put in place in one instance while one request was denied.[8]

b. Matters Closed Because the University Could Not Proceed Further or Upon Complainant's Request

This year, fourteen of the seventeen reports against students were closed pending additional information or further request by the complainant. Common reasons this may occur include when ECRT does not have necessary relevant information (e.g., the respondent's identity, what behavior occurred, etc.); the complainant requests that the University not take further action; the behavior, as reported, would not constitute a violation of the Policy; or the behavior did not occur in connection with a University program or activity or otherwise have a connection to the University community.

The University recognizes that individuals have varied reasons for choosing whether and how to pursue resolution of their concerns. The University seeks to honor and respect the wishes of each individual complainant, while still meeting its obligations to the campus community as a whole. In those instances in which the complainant requests that the University not take further action, ECRT, in consultation with the Dean of Students, Student Conduct and DPS, assesses the request by balancing it against campus community safety and other appropriate considerations.

Even in those instances in which the ultimate decision is not to proceed to investigative or adaptable resolution, the University may take other action, such as providing resources, supportive measures, education and training, as noted below in the "Referral or Other Response" section. In addition, investigative or adaptable resolution may occur at a later date if more information becomes available, or the complainant subsequently decides to participate in such a resolution. Finally, even if no investigative or adaptable resolution ensues, reported conduct that could be criminal in nature is forwarded to DPS.

c. Investigative Resolution

This year, no matters proceeded to investigative resolution. For more information about this process, see the ECRT website.

d. Adaptable Resolution

This year, adaptable resolution was not requested in any matter.

Under the Policy, the parties have the option to request adaptable resolution. Adaptable resolution allows the respondent to accept responsibility for their actions and for repairing the

[8] Confidential resources may also arrange for supportive measures. This report does not account for those supportive measures unless the party elected to inform ECRT of the arrangements.

harm caused, to the extent possible. Adaptable resolution does not result in formal disciplinary action against the respondent and must be approved as a voluntary resolution option by the Title IX Coordinator. When the parties reach a tentative agreement during the adaptable resolution process, the agreement must be approved by the Title IX Coordinator. The parties may withdraw from the adaptable resolution process and proceed to an investigative resolution at any time before an adaptable resolution agreement is approved.

e. Referral or Other Response

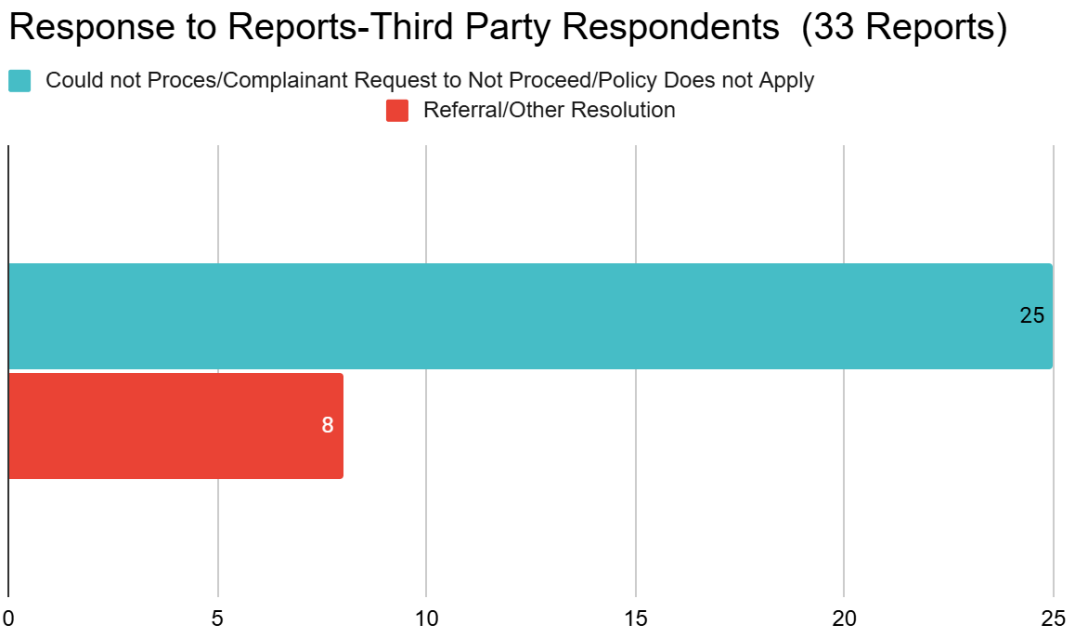
Referrals or other responses occur for a variety of reasons. For example, a matter may be reported to ECRT but involve a student from a different campus. That matter would be referred to that campus' ECRT office. Sometimes a matter is reported and is determined not to violate the Policy yet may violate a policy that is handled by another office, such as the Student Rights and Code of Conduct. That matter would be referred to that other office for follow up.

In addition, sometimes a complainant does not wish to file a complaint against the respondent and ECRT is able to honor that request, but the complainant still wishes for the respondent to understand their concerns. In those instances, the University may be able to inform the respondent of the report and, as appropriate, engage in an educational conversation with them.

This year, six reports were resolved through educational conversations or emails.

Handling of Reports with Third Party Respondents

During the past year, ECRT received 33 reports of possible sexual or gender-based misconduct by third parties or unknown individuals. This section outlines the University's response to those reports.



a. Initial Response and Supportive Measures

As with reports involving employees and students, one of the first steps ECRT takes when a sexual or gender-based misconduct concern is raised regarding a third party is to offer resources and support, including information about confidential resources and other support. DPS is also informed of sexual or gender-based misconduct reports that are criminal in nature.

As part of its response, the University also offers supportive measures, regardless of whether the individual participates in a University process to address the reported misconduct. Supportive measures are designed to restore or preserve equal access to the University's programs and activities, protect the safety of all parties and the educational environment, and/or deter sexual and gender-based misconduct, without being punitive or disciplinary in nature or unreasonably burdening the other party. Supportive measures can include a variety of actions taken by numerous offices on campus. When supportive measures are arranged, no assumptions are made as to whether the respondent violated the *Policy*.

This year, supportive measures were requested in one matter involving reports about third parties and it involved academic support.[9]

[9] Confidential resources may also arrange for supportive measures. This report does not account for those supportive measures unless the party elected to inform ECRT of the arrangements.

b. Matters Closed Because the University Could Not Proceed Further, Upon Complainant's Request or Policy Does Not Apply

In 25 matters, ECRT was either unable to identify the respondent, the Complainant requested that ECRT not follow up and that request could be honored, or the Policy did not apply.[10] In such cases, if the respondent is identified at a later date or the complainant requests follow-up, ECRT will respond consistent with the Policy.

c. Pre-Investigation Reviews

There were no reports resulting in pre-investigation reviews of third parties this year. Such reviews are the same as the reviews that may be undertaken for employment matters, as described above.

d. Investigations, Hearings, Findings and Responsive Action

This year, no reports against third parties led to an investigation. The investigation/hearing processes for reports about third parties are the same as those involving employees, as described above. See the ECRT website for more information about these processes.

e. Referrals/Other Measures

Some reports may be addressed appropriately without a pre-investigation review or an investigation, by referral to other offices for an appropriate response. Referrals are also appropriate when respondents are students at other institutions.

This year, two matters that were reported to ECRT concerned individuals who are not connected to UM-Dearborn, but who are affiliated with UM-Ann Arbor. Those matters were referred to the Title IX Coordinator on the Ann Arbor campus for appropriate follow-up. Where the complainants were Dearborn students, faculty or staff members, resources and support were offered.

Six matters were referred to Human Resources, DPS, or other offices within the University.

Education and Prevention Measures

In addition to the University's commitment to respond promptly and appropriately to reports of sexual and gender-based misconduct, the University continues to focus on educational measures

[10] One common reason the Policy may not apply is that the respondent has no connection to the University or a University program or activity. As with all reports, in those instances, support and resources are offered to the complainant, including referral to law enforcement, as appropriate.

intended to prevent such behavior and ensure that those who are experiencing it have information about resources and reporting options.

Over the past two academic years, ECRT has provided sexual violence prevention education to students. In each of these years, ECRT staff provided in-person training to over 1,000 incoming first-year and transfer students on recognizing, preventing, and reporting sexual misconduct, harassment, and discrimination. All students were required to complete online RespectEdu courses tailored to students' undergraduate year or graduate status. Among other groups, ECRT annually presents to student leaders of student organizations and sororities and fraternities.

Through its Prevention, Education, Assistance, and Resources (PEAR) staff position, ECRT provides in-person and virtual prevention education for employees, including presentations at each new faculty and staff orientation session, held approximately every two months. PEAR also delivers presentations to campus employee units on policies, procedures, available resources, and reporting obligations, with content and scenarios tailored to each unit's context and needs. PEAR delivered 37 such presentations in fiscal year 2026 and 16 in fiscal year 2027 to date (July 1–October 31, 2026). In fall 2026, the University launched an updated online training module for employees entitled Preventing and Responding to Sexual Misconduct. Existing faculty and staff are required to complete this training by April 30, 2027. New faculty and staff are required to take this training upon hire.

ECRT is engaged in ongoing collaborative efforts with campus partners to increase education and awareness programs for our community and create additional helpful resources, such as the Our Community Matters resource guide, which provides crucial information to individuals in our community who have experienced sexual misconduct.

Conclusion

Sexual and gender-based misconduct happens in every community, including our community. ECRT and other offices across the University are engaged in continued efforts to prevent sexual and gender-based misconduct and respond in a prompt and appropriate manner when it is reported or otherwise brought to the University's attention. Additional information about the University policies, procedures and resources is available on ECRT's website.

ECRT welcomes feedback on how it might make this document more helpful, easier to understand, or otherwise improve its content. Please provide any feedback to the Equity, Civil Rights and Title IX Office:

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